

Mahatma Gandhi: A Revolutionary Transformer

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Abstract- Mahatma Gandhi was a pure soul, who was symbol of peace, spirituality and morality. He is always remembered for the great contribution of his hard work, simplicity, faith in truth, non violence, humanity, and unity. His actions and movements of Satyagraha, Non-cooperation movement, Dandi march, Quit movement have left an indelible mark not only in India but throughout the world. He had a burning spirit and patriotic fervor, his service to mankind was numerous. Gandhi has been aptly hailed as A Revolutionary Transformer of Management. He was a spiritual mentor and knows as a management reformer. His contribution to business management is remarkable and marvelous for history as well as present era.

Gandhiji had amazing knowledge of management and he used to this in his work. He is the politician, the philosopher, the socialist and the strong leader. He classified new dimensions of management that shows its importance in the corporate sector and set a strong place in it. No doubt he has magnetic personality which has a set of traits and skill and outstanding knowledge of management. This written report is a brief description of Gandhi's role of revolutionary transformation in management, activities and apparent motion which possess on new dimensions in modern business management concept.

Index Terms- Self Management, Time Management, Wealth Management, Resource Management, Stress Management, Emotional Intelligence, Communication, Turnaround Specialist.

I. INTRODUCTION

Gandhian Concept of Management and Philosophy played an essential role in corporate world. His complete thinking about management was founded on love, trust and human goodness. He emphasized that the whole behaviour of human should be based on mutual love, trust and understanding. It was such a view of the great man and his world which was the core idea behind his philosophy. His philosophy gives an imprint in the corporate world.

II. REVOLUTIONARY TRANSFORMATION IN MANAGEMENT

Mahatma Gandhi represented leadership and managerial abilities in the most numerous trying circumstances. Gandhi heightened management expertise in his entire life. Self-Management, Time Management, Stress- Management, Wealth Management, Resource Management, Emotional Intelligence, and Communication, Turnaround Specialist, all of these management disciplines are involved in their work and practice. These are following.

1. Self- Management - Self-management and a persistent conflict towards improvement was the trademark of Gandhi's ideas and patterns. His vows; Ahimsa (Nonviolence), Satya (Truth), Asteya (Non-Stealing), Brahmacharya (Self Discipline), Aparigraha (Non-Possession), Sharirshrama (Bread Labor), Aswada (Control of the Palate), Sarvatra Bhayavarjana (Fearlessness), Sarva Dharma Samantva (Equality of All Religions), Swadeshi (Use Locally Made Goods), Sparshbhavana (Remove Untouchability) which was used by him with spartan. These vows elucidate Mahatma's self-management concept that firmly followed by him in his whole life.

An example of Gandhian self management, when he went to the London for future study, before that he made a promise to his mother, Putlibai and his uncle, Becharji Swami that he would desist from eating meat, taking alcohol, and engaging in promiscuity. He kept that promise lifelong and became a strict vegetarian.

Self-management is about, acknowledging oneself, recognizing and accepting one's responsibilities, and mistakes also to moving onward in life. It is not only the work of perfection and faultless, but also determines tolerance for others' weaknesses.

According to Gandhian self-management – First a manager is a man and then a manager. He must have to learned to knowing itself which had helped him to controlling itself. It is important to understand needs of self management that a man can have managed himself, only then he will be able to control, manage and supervise others. It is subjective classification of management. In Indian business firms, institutions and organization should learn insights of self management and then other management area that can be termed as perceived and practiced.

2. Time Management - Mahatma Gandhi was very punctual with esteem to the time and used to keep a dollar-watch in his pocket. He used to receive abundantly of letters and post-cards from all spheres of society, which was sent by the children, the artisans and the farmers too, he used to respond to all those letters, without delay. It was such as the effective time management practiced by Mahatma Gandhi. Whenever he saw an injured or ill person he admitted them in the infirmary, and when he visited hospital to meet them he sat beside them, he did not waste his single second of the spare time, and used their futile time in reading books or replying to the pending letters. He was continuing doing this practice of replying to the letters even after becoming a barrister too.

Mahatma Gandhi never said to anybody that he is too busy. Whenever people came to meet him for some work or problem, he did not refuse them even he was met to all persons. An open book is the best example of his life. He constantly held up to his moral values that he used in regardless of the situations

that preach by him to one and all. His concept of “walk the talk” had numerous followers in British camp, and many of them used to take swear of Gandhi's truthfulness. All this occurred due to his powerful and effective time management.

3.Wealth management-Gandhian philosophy of wealth management is based on Theory of Trusteeship. In this theory According to Gandhi, if a single person had an enough amount of wealth, inheritance, trade and industry, he must know that all that prosperity did not belong to him; what belongs to him was the right to a respectable living, nothing better than that delight by millions of others. The excess of his prosperity belonged to the community and must be utilized for the welfare of the society. Gandhi wanted the rich to grab their assets and properties as Trustee. Money cannot be made without labour. Gandhi ji knew that the power of labour was in its unity. When labour is organized together, it become more powerful than capital. The principle of trusteeship is bilateral. It is completely mutual affair of Capital and labour that determine that both capital and labour will be trustee, and will trustee of consumers also. According to this theory, capitalist and workers, both consider themselves as the trustees on behalf of the society in the entire process of production and distribution. This is an attempt to build up a great structure of equality based on industrialism.

In today's corporate world, the concept of Corporate Social Responsibility (CSR) is very essential and lies in the principle of Trusteeship which connects the Corporate Sector to the Social Sector. It is getting very popular in our society today, which does not encourage inequalities to grow. It asserted the fact that the business sector, which earns profit by selling their goods and services in the society also have some responsibility towards it. Gandhi focused on highest consumption of resources without exploitation of labour. This is crucial to achieve an inclusive society to promote growth with equity. The significance of trusteeship lies in transformation of the present capital system of society into an egalitarian one. This gives an opportunity to reform the present owning class. It is founded on the trust that human tendency is never beyond redemption.

4.Resource Management-When Indian economy was not as good and most of population sited idle, and youth became unemployed, Gandhi realized that it was a planning of the British to demolish the Indian textile market. It was a purely fait accompli that textile of India had gained ground in Britain and the British agencies were at loss severely so they had also banned the use of Indian textiles. Thus, Gandhi emphasized more on khadi industry because he knew that it can be redeveloped as a small-scale industry and people get maximum employment and no one can sit idle.

Gandhi initiated the views of noncooperation and he knew that to make the people adhere to it, he needed to bring them under the swadeshi fold. He knew that the operating of British goods could be a barricade for encouraging people to resuscitate and revitalize their own business. Gandhi focused on full consumption and maximum utilization of resource without exploitation of labour. Gandhi ji knew the importance of producing good and its results even from limited resources that also a thing which made Gandhi as a successful business leader.

5.Stress Management- Gandhi ji had a good sense of humour which he used to reduce stress. When he felt disconsolate he read Bhagavad Gita. Gandhi was a karma yogi who tried usually various Yama and Niyama, He did yoga asanas, simple pranayama, massage, drinking water through the nose etc. to maintain his body fit and free from diseases and fatigue. Gandhi believed in Dhyana (meditation), samadhi (attainment of the super conscious state), and Dharana (concentration of the mind) its avoid depression and mental exhaustion, attain and maintain physical and mental wellness and relax them. Yoga enables to discover empowering to the individual physically, mentally and spiritually. Gandhi ji used remedies such as positive thinking, meditation, internal peace and skill of nonviolent to reduce stress. Today's managers should conduct laughing class, yoga class for employees or Gita path as stress busters.

6.Emotional Intelligence -Emotional Intelligence defined as the mental ability for recognizing our beliefs and others also, and motivating itself, managing emotions for better in relationships.

Mahatma Gandhi was a social star and always focused to excel skills to do well in anything that relies on interacting smoothly with others. He was a charismatic person that has a high intelligence quotient (IQ) and high emotion intelligence (EQ) also, and always manage his emotions or understand other emotions as well, he always motivates himself and others too. He possessed a big sense of handling a relationship. Mahatma Gandhi was a heroic team player to able to create coordination in the effort of people and played a role of negotiator to negotiate the problem and give solutions of complex interpersonal problems. he is being good at giving others feedback that did not make them angry.

Gandhi defeated his distress, fear, anger and panic. He said at once, “Patience and perseverance can overcome mountains”. His ability of not compromising his values, explaining it to following a chosen path in faith are indications of high emotional intelligence. Emotional intelligence is understood in the persuasion with which one stands by his decisions and owns up accountability.

7.Communication- Hindi was not the mother tongue of Mahatma Gandhi. Hindi was not as common language to use then as spoken now. In Central Indian states schools except were not taught Hindi subject. Despite all these barriers, Gandhi could connect across India. He knew how to communicate with the crowd and how to a locally prominent leader ensuring his appearance and create effective and attractive speech. It shows his strength to unify a large number of people and leveraging it for communication for the common reason and objective.

During life journey of Gandhi has so many instance, where his management accomplishment came in the front and twisted the situation. He was proved his skill of negotiation in the agreement with British government during II world war, which was milestone to Indian Independence in 1947.

8. Turnaround Specialist- If we placed Mahatma Gandhi in modern management framework, he was a ‘turn-around specialist’. In modern corporate world, turn-around specialist is a

business leader who unlocks the potential of a company and open the new door of opportunities for achievement and takes a company in to new heights. Most important things in being turnaround specialist are that company has done great in the past but due to several reasons (external and / or internal to the society), it's not doing great right away. Turnaround specialist is the one who would get not only a company in to the next height but also repaired its history and achieve goals of its organization, and would get ready to across the changes. Mahatma Gandhi had these skills, when we talk about India's history we can understand that how he expelled the British from India and gave it freedom and conveyed India up to the next heights.

III. CONCLUSION

Gandhian philosophy and his actions give to world new dimension in the field of management, his massive structure of truth, love and non-violence given an important change not only in management but in human life also. It is a revolutionary transformation in the area of management. It defines new core values of management. Equally we recognize that most of the corporate and competing institutions often issue their mission statements in which they declare their philosophy by defining their identity and staying in broad terms their intent or goal, competitive edge or strength, target groups and markets in the economic system.

- i. If in large number of industries or business men should understand the relevance of trusteeship theory, that helps to resolved labour conflict in India.
- ii. Corporate sector should accept and follow the ethics of corporate social responsibility (CSR) and establish the working environment heartiest, comfortable, peaceful, undiscriminating, and moralistic.
- iii. A manager should be in discipline and have control in their emotions. Self- management is essential part of management.
- iv. Leaders should recruit his team on the basis of production capacity and ability of them and contribution of their work

to achieving organizational goals and objectives, rather than who they are and which culture they adopt.

If corporate world will understand the relevance of Gandhian concepts of management and pressed into service his theories in organization that helps to provide better platform and ethical, spiritual, valuable and moralistic environment for capitalist, labour and consumers. And it will ensure success as easy as blinking of eye to every business unit or organization.

In the corporate world, every business expert admires Gandhian Concept of Management. Modern business gurus are talking about a new role model: Mahatma Gandhi A multidimensional personality. The Father of the Nation is now become the master strategist, an exemplary leader, and someone whose ideas and strategies given revolutionary transformation in the corporate sector in India.

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Source: www.thefamouspeople.com